

Appendix D: Courts' Human Resource Practices

Table 1 represents the number of employees in the superior and state courts within each county and the percentage of employees in unclassified, at-will positions.

Table 1

	Chatham County	Clayton County	Cobb County	DeKalb County	Fulton County	Gwinnett County
Court Employees	71	34	163	173	300	67
Percent Unclassified	100%	24%	100%	100%	50%	100%

Table 2 summarizes the number of personnel functions controlled by each branch of government in the given courts. The functions include various aspects of personnel management such as: job descriptions, job classification, recruiting, screening resumes, hiring, performance evaluation, grievance process, and termination.

Table 2

County	Chatham		Clayton		Cobb		DeKalb		Fulton		Gwinnett	
Court	Superior	State	Superior	State	Superior	State	Superior	State	Superior	State	Superior	State
Executive Functions	0	4	7	7	2	5	1	2	8	8	5	5
Mixed Functions	4	2	1	1	0	3	4	3	5	5	5	5
Judicial Functions	10	8	6	6	12	6	9	9	1	1	4	4

All data were gathered through telephone interviews with the administrators of each court.